GLENELG DEER MANAGEMENT GROUP

WORKING PLAN

2019 Review

APPENDIX 1

Key:

- **Evidence of points actioned**
- **Action to be taken on an ongoing basis**

OPERATION OF THE GROUP

The Glenelg Deer Management Plan (GDMP) has been assessed against the Deer Management Group (DMG) Benchmark document developed by the Association of Deer Management Groups (ADMG). This analysis of present operations has defined the management processes in place which in turn has resulted in a series of recommended actions that will in the lifetime of this plan allow the group to meet the ADMG benchmark for a DMP.

Action points have been collated from *Operation of the group* and *Public interest action* section and are to be implemented over the lifetime of this plan with yearly reviews. Any points that are not appropriate for the prevailing circumstances are to be updated to meet the most recent guidance from Governmental agencies, trained contractors or others who are able to provide specific guidance.

Area & Boundaries
Action Points
1.1 Identify the appropriate boundaries for the group to operate in.

- **Population model is in place and has being updated on a ongoing basis (appendix 3).**

1.2 Define appropriate sub populations where applicable.

- **Fencing status and leakages are discussed in detail at each DMG meeting**

Membership
Action Points
2.1 Open dialogue with neighbouring properties in the Glenelg peninsula who could potentially be invited onto the DMG with a view to becoming members. This would be on a minimum subscription basis only.

- **Significant progress has been made in this area over the last 3 years.**

2.2 In addition to neighbouring landowners, inviting local grazing committees to participate in discussions and their role in deer management would be beneficial to maintaining a healthy deer population across the GDMG.

Meetings
Action Points
3.1 Invite to meetings local stakeholders, community leaders, Police and Governmental agencies and those who have interests in the management of deer that are both professional and community oriented. The participation of these agencies and individuals in group meetings would support delivery of a more focussed plan as well as the fourteen public interest actions.
3.2 Meetings will be delivered under the structures outlined in the constitution.
3.3 Process to be agreed that manages issues between meetings.

- **The group are actively looking into creating a working group at the forthcoming May meeting to focus on plan updates and outstanding actions including the**

possibility of working group meetings between the 2 main group meetings to process outstanding actions on an ongoing basis.

- **Local stakeholders have been invited to meets, some of which have attended (see appendix 6).**

Constitution & Finances
Action Points
4.1 Ratify the draft constitution by autumn 2016 group meeting.

- **Group Constitution in place**

4.2 Group financial structures are to be agreed from those outlined in the constitution.

- **There is a financial structure in place which is reviewed/discussed at meetings**

4.3 Identify ways of adding value to group assets through economic packages offered under support systems such as the Scottish Rural Development Programme SRDP or the Environmental Co-operation Action Fund (ECAF).

- **Funding has been utilised for Peatland restoration purposes**
- **SRDP funding to be considered for running of the group and members actions however the ECAF scheme in practice was abandoned shortly after launch.**

4.4 Group to agree on the level of cash reserves that is to be held as a minimum.

- **Cash reserves are reviewed at each meeting**
- **2018 assessment noted that the groups bank account and finances are well managed**

Deer Management Plan
Action Points
5.1 Review proposed GDMP and agree any changes at spring 2016 meeting.

- **Proposed plan has been reviewed, finalised and published on ADMG website**

5.2 GDMP to be subject to ongoing scrutiny and review in line with SNH BPG. Changes and next steps are to be achievable in set timeframes and agreed with all members.

- **The plan has been reviewed within the 2016 and 2018 assessments, guidance has been followed on weak points as evidenced in 2018 assessment**

5.3 Use of a five-year population model which is derived from SNH BPG is to be subject to ongoing review with any changes made in line with accepted guidance from appropriate specialists.

- **5 year population model including target population for 2022 now agreed and in place (See appendix 3) Plan will be updated and reviewed on an ongoing basis.**

5.4 Considerable information is in the public domain on woodland, habitat condition and habitat diversity. Maps are noted in appendix 9 and it is recommended that they are referred to when making changes to ongoing elements of the plan.

- **Maps have been reviewed and higher resolution maps have been produced. In addition more recent HIA maps have been produced for the group and are available on the ADMG website.**

5.5 Sika deer are to be culled on sight as they pose a considerable threat to the genetic stability of the Red deer population. Roe deer to be managed in accordance with BPG and local population levels.

- **Sika are not seen as an issue within the group though it is understood they are a threat, this is discussed and evidenced at meetings. Roe deer are monitored and managed on a site-specific basis.**

5.6 Steps to manage issues around the goat population, its impact on grazing, and subsequent damage to habitats are to include a count and a cull as it is felt that levels are unsustainable and impacting on wider habitats.
dert

- **This is discussed, as evidenced in meeting minutes.**

- **Group undertook a goat count/assessment in 2016. Population was found to be between 60 and 80 goats. 15-20 on Arnisdale/Kinlochourn and 45-60 on Glenshiel (which moved between Sheil and Kintail). Group policy is to regularly assess the population on an ongoing bases and to maintain number at no more than 80 going forward, while reviewing impacts on habitat.**

5.7 The group secretary is to manage next steps, time lines and individuals who are accountable in relation to the ongoing review of the DMP.

- **Working group to be appointed at forthcoming May 2019 meeting.**

5.8 Develop contacts with community stakeholders, MSP's, local councillors, police and governmental agencies and invite to meetings as felt appropriate.

- **Councillors, MSP's and other community stakeholders have been invited to group meetings.**

5.9 Record to be kept of all land management objectives within the group.

- **Land management objectives are recorded within the DMP and known to have not changed.**

Code of Practice on Deer Management
Action Points
6.1 The code of practice on deer management will be delivered through implementation of this plan, and members are to ensure that all parties adhere to defined practices.

6.2 Appropriate and proportional analysis of the DMP to define ongoing improvements in line with SNH BPG.

6.3 Code of practice on deer management is included in the constitution and will underpin the DMP.

ADMG Principles of Collaboration
Action points
7.1 GDMG share a commitment to an economically sustainable, vibrant and thriving community that is in keeping with the character of the surroundings, and which enhances local landscapes.

7.2 The group accepts that there is a diversity of management objectives and respect each other's objectives.

7.3 GDMG commits to communicate openly with relevant stakeholders

7.4 There will be a commitment to identify mutually agreed next steps so that adjacent landowners may undertake reasonable changes in land use.

7.5 Where there are areas of disagreement, members will undertake collaborative working practices in order to achieve a resolution. Guidance is available in the constitution for situations that are in dispute.

Best Practice
Action points
8.1 BPG provides the baseline for assessments of the DMP, and will be referred to in order to inform any next steps from ongoing reviews.

8.2 The DMP and any amendments are to be in line with BPG.

Data and evidence gathering - Deer Counts
Action Points
9.1 A helicopter count carried out in 2016 will help to establish a solid population baseline for the area. In recommending this approach it is envisaged that such a baseline should then provide an improved degree of confidence in the resultant population modelling carried out for the subsequent five year period.

9.2 Funding support from SRDP should be investigated in order to mitigate against the cost of future helicopter counts.

9.3 In order to deliver robust population modelling that reflects habitat condition and good deer husbandry it is recommended that three yearly counts (supported by SRDP funding if applicable) take place.

9.4 Recruitment counting (late April/ early May) to be completed annually along with a basic mortality assessment to allow an assessment can be made of deer population and health, post winter.

9.5 Group to investigate if it is appropriate to undertake herbivore impact surveys in woodland areas.

Data and evidence gathering – Culls
Action Points
10.1 Population models, actual and forecasted cull levels are to be updated yearly with recruitment and mortality data and amended as necessary.

- **Agreed deer population model in place which is regularly updated with target population (see appendix 3).**

10.2 Deer population density to be agreed that meets the needs of both sporting interest and the public interest outcomes.

- **Culls are agreed at group level and apportioned at member level at the annual May meeting, through reference to the regularly updated population model (see appendix 3).**

Data and evidence gathering - Habitat Monitoring
Action Points
11.1 Habitat monitoring to adhere to standards set out in SNH BPG. Habitat assessment points are available from SNH and are to be carried out over an agreed timeframe.

- **HIA data has now been analysed and mapped (see appendix 2 and attached maps). Habitat targets have now been set which will inform ongoing cull targets.**

- **Habitat monitoring will continue on a 3 years basis. Blanket bog will now be assessed and smooth grassland data already gathered will be analysed further with support from SNH.**

11.2 Sufficient resources are to be in place over the period of the DMP for the purpose of delivering habitat monitoring.

11.3 Habitat monitoring data to be collated by group secretary in order to identify changes and trends at landscape scale.

11.4 GDMG through liaising with grazing committees and neighbouring properties will have an awareness of any changes in agricultural stock numbers, and in turn can amend the DMP accordingly.

- **Group undertook a goat count/assessment in 2016. Population was found to be between 60 and 80 goats. 15-20 on Arnisdale/Kinlochourn and 45-60 on Glenshiel (which moved between sheil and Kintail). Group policy is to**

- **Member survey undertaken in 2019 shows other herbivores on each estate (see appendix 5)**

Competence
Action Point
12.1 DMG members will seek to ensure that DMQ Level 1 and Trained Hunter status are the minimum group standard, and promotion of DMQ level 2 for appropriate staff would be undertaken in order to promote continued professional development (CPD).

12.2 Staff are to be encouraged where appropriate to improve their training and qualifications at both vocational and academic level.

12.3 GDMG are to support small holders, crofters, neighbouring landowners and grazing committees to deliver deer culling that meets all appropriate industry standards.

12.4 Support will be sought from ADMG to deliver the DMP in areas where they can build on the experience and expertise of ADMG staff and advisors.

See appendix 5

Training
Action Points
13.1 Staff are to be encouraged to take up opportunities in gaining deer management qualifications, and be better informed on the definition of trained hunter status.

13.2 Help support ongoing awareness of BPG, its role in shaping areas such as DMP's, training and public relations.

13.3 Training needs analysis to be applied at appropriate intervals in order to identify site specific training required.

13.4 Habitat assessments are a fundamental tool in defining the status of land cover in the GDMG. Staff should be trained and able to describe techniques and processes as well as describe specific outcomes from this process.

See appendix 5

Venison Marketing
Action Points
14.1 In the short term GDMG will review existing venison marketing arrangements and discuss collaborative processes that can add value to existing product.

14.2 In the long term Glenelg Deer Management Group will investigate working with ADMG to promote uptake of Scottish Quality Wild Venison standards (SQWV). These exist to maintain, develop and promote quality assurance standards throughout the whole venison industry.

Communications

Action Point

15.1 A communications process has been outlined in the constitution and is to be used to promote ongoing business between meetings.

15.2 GDMG meeting minutes are to be communicated to designated stakeholders and also be submitted to the ADMG for inclusion in its communications to the general public.

- **Glenelg DMG meeting minutes published on ADMG website.**

15.3 This DMP will be made available to the general public via ADMG after the group have ratified it. The public will then have the opportunity to make representations on the plan and these can then be actioned as felt appropriate within and agreed timeframe.

- **The plan is available via the ADMG website. This 2019 working plan update is being uploaded to the website.**

15.4 Avenues of communication to the wider public to be investigated, and to include areas such as newsletters, open meetings and through use of different online vehicles such as websites and social media accounts

- **Development of Glenelg DMG specific website in progress.**

PUBLIC INTEREST OUTCOMES (*PIA*)

ENVIRONMENT
Contribute to the delivery of designated features into Favourable Condition

Action points

*PIA 1.1 Manage the range of suggested actions noted in **Appendix 3** that have been taken from SNH site management statements.*

- **Two woodland designated sites are both in favourable condition, this is noted in 2018 assessment. All designated sites impacted by open range deer are in a favourable condition, this will be considered annually at the main meeting including a review of any further site condition monitoring results.**

PIA 1.2 Provide appropriate resources over the period of this plan to review SNH monitoring of designated sites and carry out continual habitat assessments across the wider areas.

Contribute to the Scottish Government woodland expansion target of 25% woodland cover.

Action points

PIA 2.1 Habitat resources to be clarified through use of LCS 88 maps noted in appendix.

PIA 2.2 A review of existing potential woodland habitats would determine appropriate next steps with support from SRDP/ECAF for any future expansion.

PIA 2.3 Group to consider reviewing habitat condition in woodlands, clarify appropriate levels of grazing and identify next steps to manage any potential herbivore impacts.

There has been significant woodland expansion in the group over the years however, the group will look in to funding from the forestry commission for a collaborative grant to look at possible future woodland expansion opportunities at group level.

Manage deer to retain existing native woodland cover and improve woodland condition in the medium to long term.
Action points
PIA 3.1 Review existing woodland sites using maps and consider any actions necessary that may encourage future regeneration.

PIA 3.2 Consider next steps to mitigate against herbivore impacts on open habitats that can be achieved through support mechanisms such as SRDP or ECAF.

PIA 3.3 Identify herbivore impacts on woodland areas within an agreed timeframe where possible in order to identify whether further actions such as fencing, culling or diversionary feeding sites are required to promote woodland regeneration.

Monitor and manage deer impacts in the wider countryside (not improved agricultural land)
Action Points
PIA 4.1 Habitat assessment points, and recommended processes are in place already and will continue to form the benchmark for habitat management in the DMG.

PIA 4.2 Habitat assessment data to be used to support identification of grazing levels and whether changes are required on a site specific basis.

All habitat data has now been collated and analysed. Following this habitat targets have been set in association with the agreed population target density (See appendix 2 and 3).

Improve Scotland's ability to store carbon by maintaining or improving ecosystem health
Action points
PIA 5.1 Carbon sensitive sites have been identified using the Land Cover Scotland (LCS88) map, and this document will continue to be referred to for any changes to land management.

PIA 5.2 Data from habitat assessments can be used at estate or group level according to any future agreements. This data will be used to support changes to land management that can positively influence carbon storage.

- **See appendix 2**

PIA 5.3 Peatlands restoration while an important driver of carbon sequestration will be reviewed in the context of ensuring that natural capital for all species is maintained, and financial support using SRDP funding pathways would be sought if it was felt that restoration is to be an appropriate next step.

- **Group has completed a peatland restoration feasibility study through the peatland action fund (see appendix 2).**

PIA 5.4 GDMG will maintain the historical target deer density of 14 deer per sq km or less across the area. Any changes to this will be taken after consultations between GDMG and the appropriate agencies.

PIA 5.5 Muirburn will be used in a manner that meets existing regulations and in a way that is compatible with maintain local environments in good condition. It would be advised that any burning of deep peatland sites is detrimental to maintaining them in good condition and could lead to long term negative impacts on biodiversity.

PIA 5.6 Any decisions to review woodland generation in the GDMG area are to be taken with the appropriate advice from woodland specialists, and against a background of minimising any impacts on deer welfare, carbon storage and river basin management.

Reduce or mitigate the risk of establishment of invasive non-native species (INNS)
Action points
PIA 6.1 Existing collaborative estate policies are in place for the removal of any and all Sika through unrestricted cull practices. This policy will continue for the life of this plan.

PIA 6.2 Members are encouraged to collaborate on data relating to Sika deer, wild boar, Roe deer and goat numbers, and to manage as deemed appropriate.

- **Group undertook a goat count/assessment in 2016. Population was found to be between 60 and 80 goats. 15-20 on Arnisdale/Kinlochourn and 45-60 on Glenshiel (which moved between Sheil and Kintail). Group policy is to regularly assess the population on an ongoing bases and to maintain number at no more than 80 going forward, while reviewing impacts on habitat.**

PIA 6.3 The group is encouraged to discuss INNS data with SNH on a regular basis in order to provide a bigger picture in the region on species distribution.

PIA 6.4 The group are to review whether other INNS such as Rhododendron, Japanese knotgrass and freshwater/marine species are having any negative effects. Plans can then be affected to manage any further proliferation of identified INNS.

Protect landscapes and historic features from deer and deer management activity
Action points
PIA 7.1 There are a number of Historic and Cultural Features locally, therefore GDMG are to discuss at open meetings with representatives of local communities and specialists if necessary any threats and opportunities to these sites.

PIA 7.2 Any developments such as changes in land management, construction or other impacts on the landscape that may impact Historic and Cultural Features are to be assessed against current legislation guidance.

ECONOMY
Optimise economic benefits of deer management in Scotland
Action Points
PIA 8.1 Discuss with local representatives the potential benefits that Deer have on local communities, and how that can be maximised to support the economic spinoffs for local businesses.

PIA 8.2 Review ways forward to collaboratively manage sporting and accommodation opportunities across the group through use of, and reference to the PACEC (2014) survey.

PIA 8.3 Look at ways in which to add value to group product such as venison via improved marketing and branding.

PIA 8.4 Discuss ways to manage carcass handling in order to maximise the groups facilities and minimise the carbon footprint as much as possible given the limitations of local geography.

Economic benefits to group area now quantified (see appendix 4)

Minimize the economic costs of deer management
Action Points
PIA 9.1 DMG to identify a process whereby capital investment in deer management and infrastructure can be quantified in a manner that is acceptable. Reference to PACEC approach on production of aggregated figures would be recommended.

PIA 9.2 Review areas where management changes are potentially going to have a negative economic impact on the DMG and formulate a way forward that will help to alleviate those changes.

- **The group now includes the Glenelg peninsula which was previously excluded from counts and has now been included for the first time. It includes crofting and forestry interests and common grazings. The group are now actively contacting these interests to formulate a forward looking plan. There is now baseline count data for the peninsula which will inform any future plans and make for a more robust approach to management within the area.**

- **DVC's area reported and discussed at meeting and this is minuted (see appendix 6)**

PIA 9.3 The group are to identify potential benefits to members through building more formal arrangements on the working partnerships that already exist on an informal basis. This could be via engagement with a number of different stakeholders both governmental and non-governmental to look at Environmental Cooperation Action Fund (ECAF) or SRDP support systems.

SOCIAL WELLBEING

Contribute to delivering higher standards of competence in deer management

Action Point

PIA 10.1 Review all staff training in regards to deer management so that within a reasonable timeframe to be set by GDMG, all relevant staff will be trained to at least DMQ Level 1 and Trained Hunter status as a minimum group standard. Promotion of DMQ level 2 for appropriate staff would be undertaken in order to promote CPD.

PIA 10.2 All members of GDMG to ensure that they have systems to keep training records up to date and to ensure employees are competent and comfortable in undertaking the core functions of their job.

PIA 10.3 All members of GDMG to ensure that they have a suitable and sufficient risk assessment to control physical hazards.

PIA 10.4 All members to actively encourage staff to participate in CPD in areas appropriate to their role.

- **See appendix 5 for member survey 2019**

Identify and promote opportunities contributing to public health and wellbeing benefits

Action Points

PIA 11.1 Group meetings are to be used to highlight any issues with Deer vehicle collisions and to look at ways in which this can be reduced or managed. At present Cluanie estate collates information and forwards it to SNH and the National Deer-Vehicle Collisions Project @ http://deercollisions.co.uk/.

- **Deer-Vehicle collisions are discussed and collated at meetings (see appendix 6).**

PIA 11.2 All members are to have in place a policy of regular updates on issues that may impact staff, guest and public health. The primary issues are Chronic Wasting Disease (CWD) of Deer and Lyme's disease, but may include other health risks such as operating in poor weather conditions, walking in difficult terrain and the appropriate use and deployment of weaponry.

PIA 11.3 All staff aware of any agreed policies on escalations necessary in the case of notifiable diseases.

PIA 11.4 The group are to discuss any safety issues and impacts on deer welfare with the appropriate Highland council outdoor access officer.

- **Group is collating and minuting DVC's on an ongoing basis and will monitor and discuss this with stakeholders going forward (see appendix 6).**

PIA 11.5 All group members are asked to review any local access issues and to work with the public in order to minimise any conflicts through provision of better information on the Scottish outdoor Access Code. Signage, websites and the hill phones initiative are all suggested ways of engaging with the public.

PIA 11.6 Food safety and carcass handling to be managed in line with BPG and current legislative guidance.

Ensure effective communication in deer management issues
Action Point
PIA 12.1 Group to formalise communications with agreed stakeholders such as public agencies, community groups and nominated individuals.

PIA 12.2 Group to identify appropriate actions that have been driven by community concerns in relation to deer management.

PIA 12.3 Identify opportunities such as site visits to raise awareness of group activities with the wider public, community groups and recognised stakeholders.

- **Group site visit has been carried out, community engagement is discussed at meetings (see appendix 2) and local stakeholders (councillor and MSP) have been invited to attend meetings.**

<u>WELFARE</u>
Ensure Deer welfare is taken into account at individual animal and population level
Action Points
PIA 13.1 Review habitat status across the DMG (support may be available through SRDP) and identify ways in tandem with BPG to make best use of this data.

PIA 13.2 During culling operations, ensure reasonable care in line with BPG is maintained.

PIA 13.3 All members are to maintain appropriate records on the management of herbivores, communicate these to the group, and also to liaise with appropriate agencies so that steps are in place to ensure that animal husbandry is maintained.

PIA 13.4 The group is to work with land managers who are putting in place operations that may impact deer management and habitats, to ensure that steps are taken to mitigate any negative impacts.

Deer welfare in the context of shelter, population densities and recruitment etc form a central part of all meetings as per minutes (see appendix 6). This will continue to form a central part of all meetings on an ongoing basis. As per the 2019 survey average weights have been collated for all members.

COLLABORATION & EFFECTIVE DEER MANAGEMENT PLANNING & IMPLEMENTATION
Develop effective mechanisms to manage deer
Action Points
PIA 14.1 The group are to publish the agreed version of the Glenelg Deer Management Plan in the spring of 2016 after review against the ADMG and PIA benchmarks.

PIA 14.2 Group secretary to assign role and responsibilities with achievable timelines for any given changes or actions resulting from plan reviews.

PIA 14.3 Minutes from DMG meetings to be made publically available through agreed channels.

Appendix 1: Constitution – meetings

Meetings

The group shall hold an Annual General Meeting, at which a receipts and payments account to 31st March each year and a budget for the forthcoming year shall be presented for approval by members. The account will be prepared by an Auditor appointed by the group. The group shall meet at such other times as the Chairman may determine.
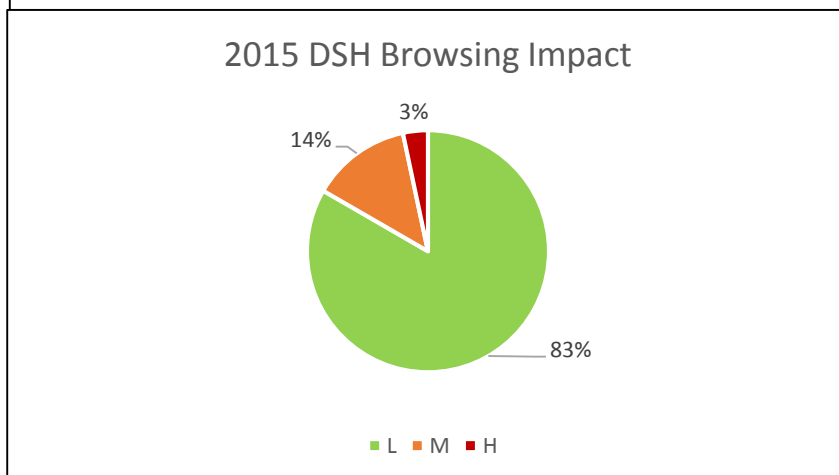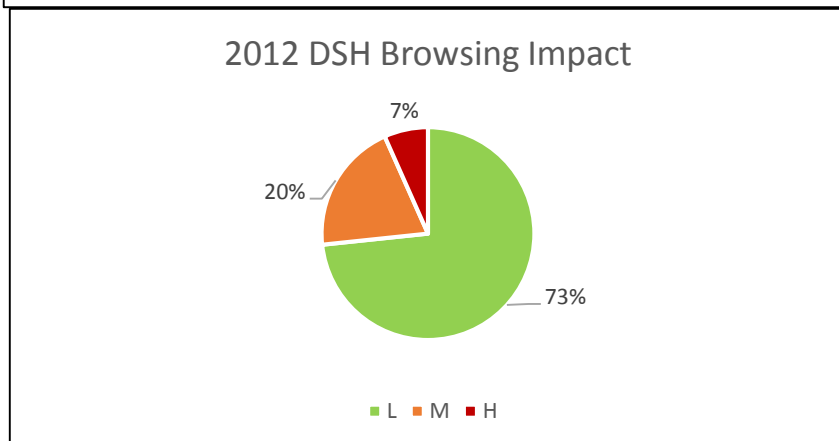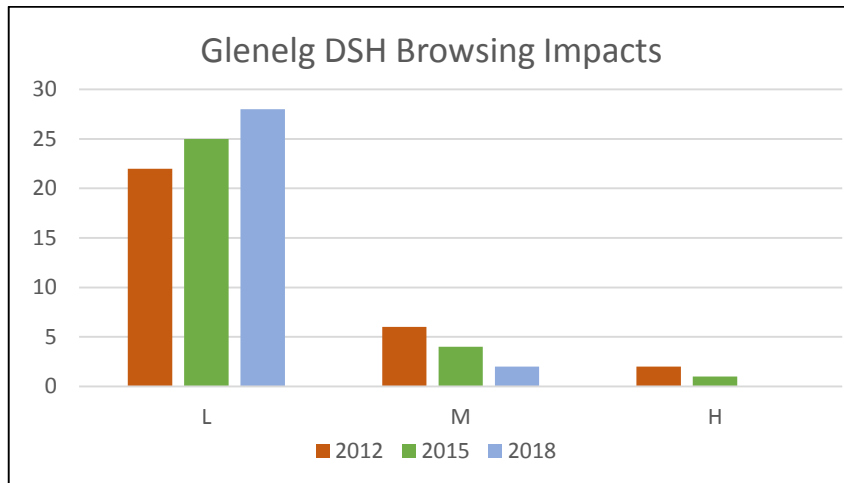
The group shall, at least once a year, hold an open meeting to which all concerned with the management of deer in the group's area shall be invited. At such meetings all matters pertaining to the objective of the group may be discussed, but all decisions shall be taken by the group members as defined in Composition, above.
Notice of all meetings shall be given by the Secretary at least twenty-one days prior to a meeting. Such notice shall state the time and place of the meeting and list the business to be discussed.
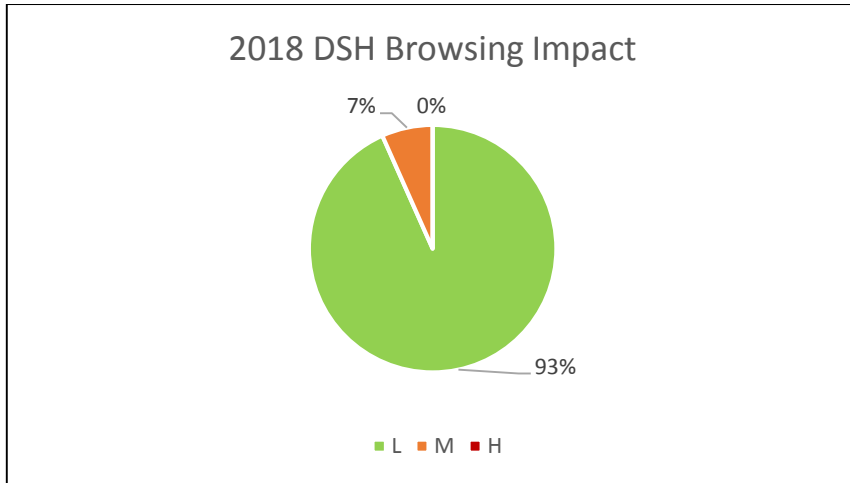
- The main deer management business of the spring meeting will be to undertake a systematic review of the previous season and to indicate sporting/cull requirements for that coming season. This will include:

- An analysis of culls achieved against cull targets set at the previous meeting

- An analysis of remaining deer numbers, based on a census and such indirect monitoring as might be carried out by members

- A review of any current problems in the sub-area, based upon evidence gathered from monitoring procedures used by individual members. If necessary, these should be prioritized and a plan of action agreed upon.

- The setting of sporting requirements for the coming season.

Members will submit their cull data to the group in advance of the spring meeting in the format agreed by the group. The main deer management business of the autumn meeting will be the agreeing of cull targets amongst the membership for the coming winter / spring, taking in to account the results of any recent information that might be relevant. Specifically, all information relating to habitat condition gathered during the previous season will be reviewed and, if applicable, target culls adjusted accordingly.

Appendix 2: Habitat Impact data and Targets

Glenelg DMG Dwarf Shrub Heath Browsing Impacts

2018 DSH Browsing Impact

7%   0%

93%

■ L ■ M ■ H

Glenelg DMG Dwarf Shrub Heath Trampling Impacts

Glenelg DSH Trampling Impacts

■ 2012 ■ 2015 ■ 2018

2012 DSH Trampling Impact

0%   3%

97%

L ■ M ■ H

2015 DSH Trampling Impact

0%   3%

97%

L ■ M ■ H

2018 DSH Trampling

0%   3%

97%

L ■ M ■ H
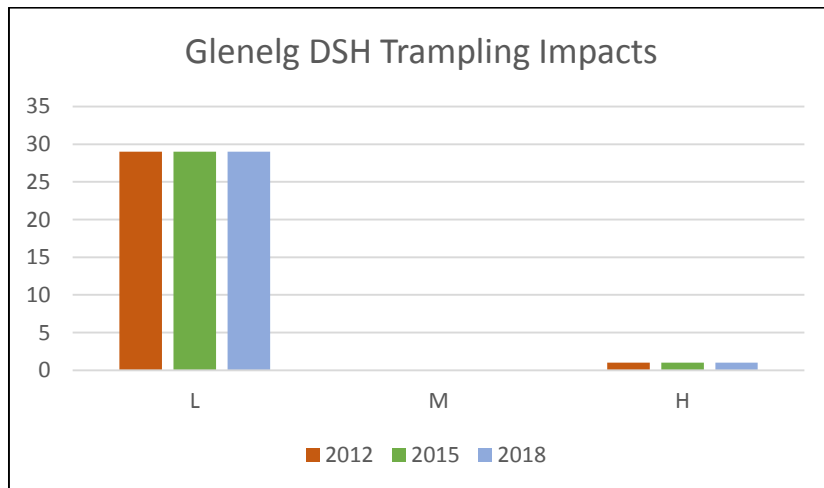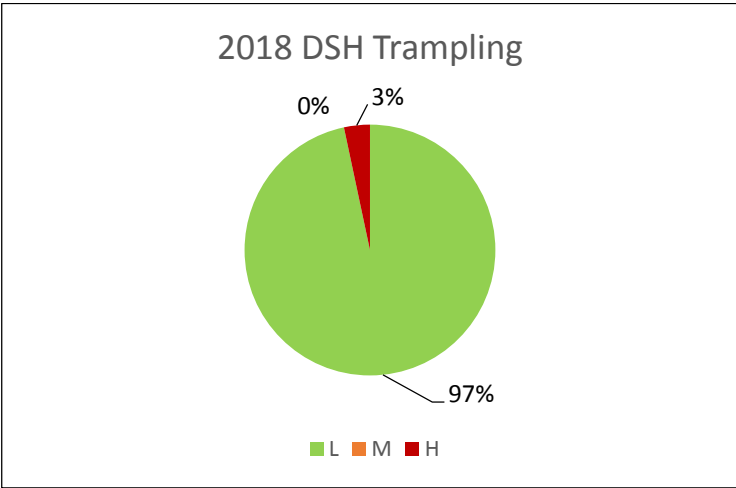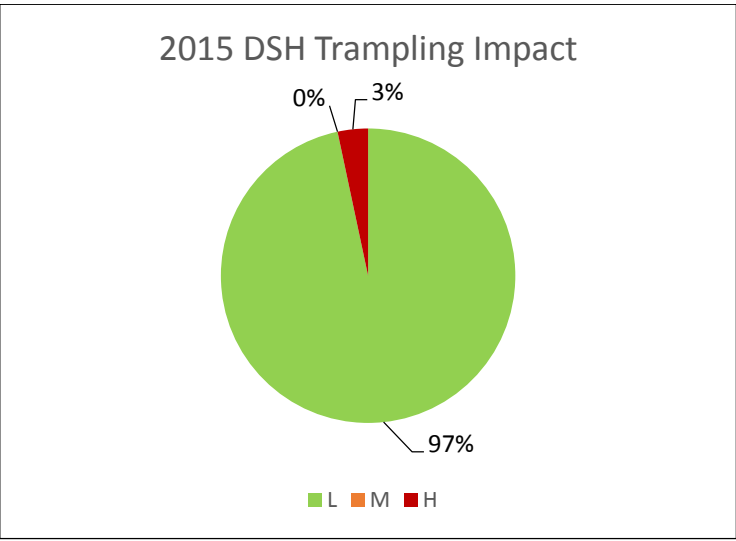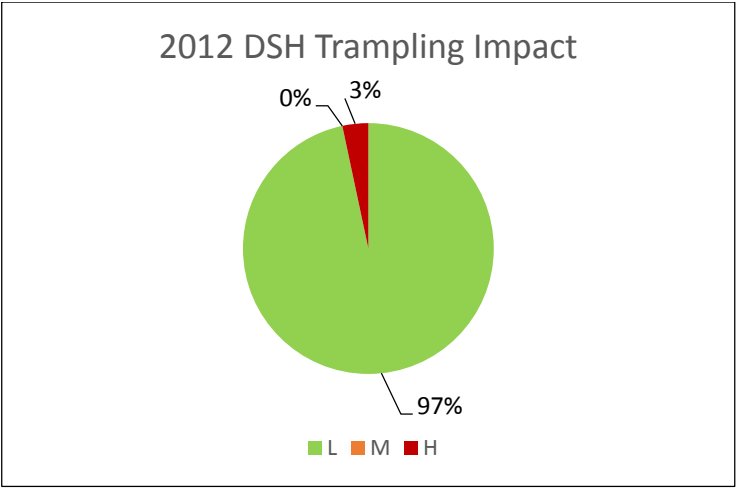
Browsing impacts have been reduced significantly between the 2012 and 2018 habitat assessments as shown in the charts above. High Impacts have been reduced from 7% to 0% and medium impacts have dropped by 13% from 20% to 7%. As of the 2018 habitat assessment the current DMG aim of having 80% of indicators in the L/M section is being achieved with browsing at 100% in L or M.

Trampling impacts have remained stable from 2012 through to 2018 with 97% low and just 3% high. Again, this has achieved the DMG aim of 80% of impacts in L/M sections.

Dunging impacts have not been included within this update as it was collected at a plot level rather than at a quadrant level. The assessment sheet contained a binary option for dung present (yes/no). Using this data as an indicator would not give a fair assessment of the plots and would not be representative due to the absence of a quantity option.

Blanket bog- It is recognised that while there is limited amounts of Blanket Bog within the area, moving forward the group will now consider how best to measure impacts at a group level.

Smooth grassland- Kinlochourn and Glenquoich plots have been found to mainly consist of smooth grassland this has been monitored and results mapped. However, at the time of writing there is little guidance on how to interpret the information gathered. The next step is to clarify this with SNH. The respective estates have historically raised this issue with SNH however little progress has been made to date.

Appendix 3: Population Model

Glenelg DMG 2019 Population model	Stags	Hinds	Calves	Totals	Density (/Km2)
Starting population is the March 2016 deer count.					
2016 Spring Count	1087	2401	709	4197	11.95
2016 Summer Population	1442	2756		4197	11.95
2016/17 Actual Cull	129	205	63	397	
2017 Mortality/Leakage	115	55		170	
2017 Spring Population	1197	2495	1006	4699	13.38
2017 Summer Population	1700	2999		4699	13.38
2017/18 Actual Cull	163	270	84	517	
2018 Mortality/Leakage	136	60		196	
2018 Spring Population	1401	2669	437	4507	12.84
2018 Summer Population	1620	2887		4507	12.84
2018/19 Actual Cull	98	172	49	319	
2019 Mortality/Leakage	130	58		187	
2019 March count	1569	3008	735	5312	15.13
2019 Spring predicted Population	1392	2657	687	4736	13.49
2019 Summer Population	1937	3376		5312	15.13
2019/20 Cull	200	460	120	780	
2020 Mortality/Leakage	155	68		222	
2020 Spring Population	1582	2848	769	5199	14.81
2020 Summer Population	1966	3232		5199	14.81
2020/21 Cull	200	460	120	780	
2021 Mortality/Leakage	157	65		222	
2021 Spring Population	1609	2708	731	5048	14.38
2021 Summer Population	1974	3073		5048	14.38
2021/22 Cull	200	460	120	780	
2022 Mortality/Leakage	158	61		219	
2022 Spring Population	1616	2552	689	4857	13.83

Assumptions:
Mortality/Leakage = 8% stags. 2% hinds,
Recruitment rate = % of hinds that have a calf Surviving to Spring is taken from counts
50:50 sex ratio
Future recruitment is 27% based on historic group average
Target = Target population - aimed at providing sustainable sporting cull and delivery group habitat impact targets.

Methodology
Calving recruitment is based on spring counts the year following birth therefore summer population and mortality excluded. Cull calf numbers are shown for illustrative purposes only.

Glenelg DMG predicted Spring population

Legend: Stags, Hinds, Calves
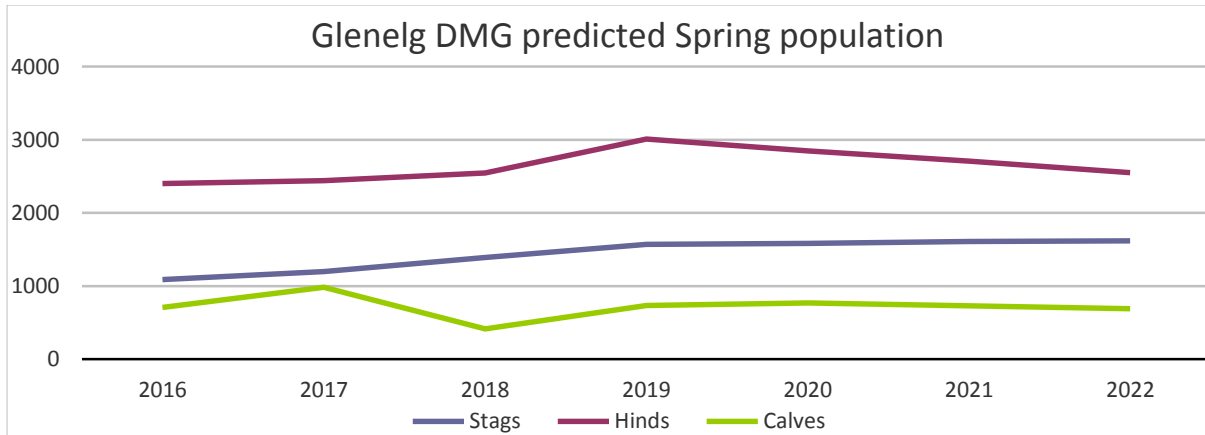
Appendix 4: Economic data on deer management

Employment	Fulltime	part time	Total	Multiplier
Arnisdale	1	1	2	1.5
Cluanie	1	0	1	1
Duidaig	0	0	0	0
East Glenquoich	0	0	0	0
Eilanreach	2	0	2	2
Glenquoich	2	1	3	2.5
Glenshiel	2	1	3	2.5
Kinlochourn	1	0	1	1
Total	9	3	12	10.5

Commercial shooting value	Quant.
Stags	173
Hinds	195

Venison value	Avg weight	x Quant.
Stags	82.58	14286.34
Hinds	48.06	9371.7
Calves	16.2	761.4
	Total	24419.44

Economic totals 2018/19	
Employment	£420,000.00
Stags	£173,000.00
Hinds	£117,000.00
est. increased economic activity	£290,000.00
Venison Value	£53,722.77
Total	**£1,053,722.77**

Appendix 5: 2019 Member survey results

Scottish Quality Wild Venison accredited

37.5%   37.5%

25%
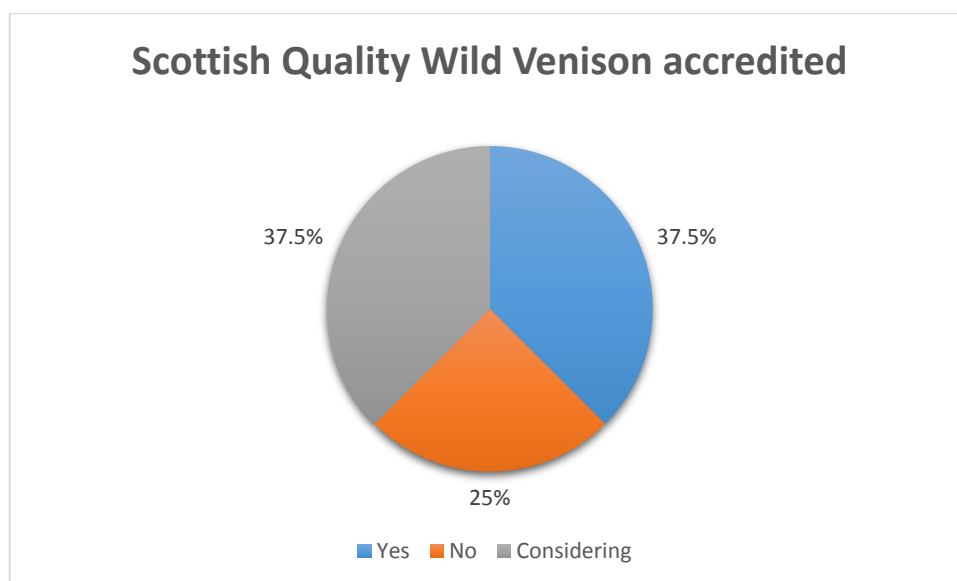
■ Yes ■ No ■ Considering

SQWV accredited	Yes	No	No, but considering
Arnisdale	✓		
Cluanie	✓		
Druidaig		✓	
East Glenquoich		✓	
Eilanreach			✓
Glenquoich	✓		
Glenshiel			✓
Kinlochourn			✓

Livestock	Cows	Bulls	Bullocks	Ponies
Arnisdale	8	1	3	0
Cluanie	0	0	0	0
Druidaig	0	0	0	0
East Glenquoich	0	0	0	0
Eilanreach	0	0	0	0
Glenquoich	47*	0	0	0
Glenshiel	16*	0	0	22
Kinlochourn	0	0	0	0
*Summer grazing				

	DMQ 1	DMQ 2	SNH Fit and Competant status	First Aid	Manual Handling	ATV Sit-in	ATV Sit-astride
Arnisdale	1	1	1	1	0	1	0
Cluanie	1	1	0	0	1	1	0
Druidaig	1	1	0	1	2	1	0
East Glenquoich	1	0	1	1	0	0	0
Eilanreach	1	1	2	2	0	2	0
Glenquoich	3+	2	0	2	3+	2	2
Glenshiel	1	1	0	1	0	1	1
Kinlochourn	1	1	0	1	0	1	1
	DMQ 1	DMQ 2	SNH Fit and Competant status	First Aid	Manual Handling	ATV Sit-in	ATV Sit-astride
Percentage of group members with atleast 1 person trained	100%	87.50%	37.50%	87.50%	37.50%	87.50%	37.50%

Appendix 6: Meeting attendance and minutes

Meeting Attendance

Member	May-15	Oct-15	May-16	Oct-16	May-17	Oct-17	Jun-18	Oct-18	May-19
Arnisdale	Yes		Yes	Yes	Yes		Yes		
Cluanie	No		Yes	Yes	Yes		Yes		
Corrielair	Yes		Yes	Yes	Yes		No		
Druidaig	Yes		Yes	Yes	No		Yes		
East Glenquoich	No		Yes	Yes	No		Yes		
Eileanreach	Yes		Yes	Yes	Yes		Yes		
Glenquoich	Yes		Yes	Yes	Yes		Yes		
Glenshiel	Yes		Yes	Yes	Yes		Yes		
Kinlochhourn	Yes		No	Yes	Yes		Yes		
SNH	Yes		Yes	Yes	Yes		Yes		
Additional represented bodies:	1. Scottish Fire & Rescue 2.FES		1. Police Scotland Wildlife Officer 2. Highland Council 3. FCS	1. Highland Council			1. FCS		

Appendix 7: Action points brought forward from 2018

ACTIONS OUTSTANDING FROM 2018 ASSESSMENT
Meetings
Action Points
- *'Group can demonstrate a capacity to deal with issues between meetings as they arise, and to provide an ongoing source of communication and advice as required.'*
  - o DMG is good at dealing with partial issues between meetings, but actions in DMP have not been taken forward or monitored.
- **The creation of this working plan addresses this action point in part**
- **The group should review and monitor this going forwards.**

Deer Management Plan
Action Points
- **'***Appropriate use of maps to illustrate relevant detail.'*
  - o Maps would be better if they could be viewed individually and were of better resolution.
- **Individual PDF maps to be produced (Completed as of 2019)**

- *'It should include a list of actions that deliver the collective objectives of DMG Members as well as public interest objectives. These actions should be updated annually***'**
  - o Actions in DMP, but no summary as such, and actions not updated since 2016
- **Updated action plan, summary of actions to be included**

Data and evidence gathering – Culls
Action Points
- **'***All DMG's should agree a target deer population or density which meets the collective requirements of Members without detriment to the public interest.'*
  - o DMG do not have a focus on target density as such
- **As previously discussed, target population to be determined (Completed as of 2019)**

- *'The cull should be apportioned among members to deliver the objectives of the DMP and individual management objectives while maintaining the agreed target population and favourable environmental condition.*
  - o Cull is apportioned well, but does not start from target density and does not take into account suggested DMG wide culls from population modelling
- **To be considered once target population has been determined (Completed as of 2019)**

- *'The group cull target should be reviewed and, if necessary, adjusted annually.*
    - o As above.
  - **As above** (Completed as of 2019)

Data and evidence gathering - Habitat Monitoring
Action Points
- '*Data is required on other herbivores present and their impact on the habitat*
    - o Need to articulate sheep numbers present
  - **Group to collate data on numbers of sheep within DMG area** (Completed as of 2019)

Venison Marketing
Action Points
- '*Membership of the Scottish Quality Wild Venison scheme is recommended by the ADMG.*
    - o Minority of members have SQWV status. Need to audit.
  - **Audit required to determine exact SQWV membership** (Completed as of 2019)
  - **Additional members to consider pursuit of SQWV membership** (Completed as of 2019)

ACTIONS to develop mechanisms to manage deer
Action Points
- '*Produce and publish a forward-looking, effective deer management plan which includes public interest elements relevant to local circumstances. Plan should include an agreed action-plan to clarify roles and monitor progress against objectives. Minutes of DMG meetings should be publicly available.*'
    - o Actions not updated, and no minutes available online
  - **Actions updated, minutes to be included on new DMG website**

ACTIONS to monitor and manage deer impacts in the wider countryside.
Action Points
- '*Identify required impact targets for habitat types*'
- '*Identify a sustainable level of grazing and trampling for each of these habitat types*'
- '*Identify where different levels of grazing may be required and prioritise accordingly*'
    - o All: Needs to be articulated in HIA plan before spring 2019
  - **Impact targets for habitat types to be determined, sustainable and required levels of grazing to be identified** (Completed as of 2019)

- '*Conduct herbivore impact assessments and assess these against acceptable impact ranges. Identify and implement actions to attain impacts within the range.*'
- '*Regularly review information to measure progress and adapt management when necessary.*'

        o HIA taking place. Need to identify targets as above.
- **As above, need to identify targets. (Completed as of 2019)**

ACTIONS to improve Scotland's ability to store carbon by maintaining or improving ecosystem health.
Action Points
- *'Conduct herbivore impact assessments , and assess these against acceptable impact ranges for these sensitive habitats. Identify and implement actions to attain impacts within the range.'*
        o HIA taking place. Need to identify targets, as above.
- **As above, need to identify targets. (Completed as of 2019)**

ACTIONS to maximise economic benefits associated with deer.
Action Points
- *'Identify and quantify the main sources of revenue related to deer (sport, tourism etc.)*
- *'Identify and quantify deer related employment, identify opportunities to increase and improve prospects throughout the DMG.'*
        o DMP needs to put figures next to this
- **Means of measuring economic benefit currently in development**
- **DMP to be updated to include this. (Completed as of 2019)**

ACTIONS to minimise the economic costs of deer, and ensure deer management is cost-effective
Action Points
- *'Identify and quantify capital investment in deer management related infrastructure.'*
- *'Formulate a strategy to minimize the negative economic impacts in an equitable way.'*
        o SNH to clarify expectations on this.
- **SNH to clarify expectations on this.**
- **This should become simpler once means of measuring economic benefit is in place.**